



DEPARTMENT OF THE ARMY
US ARMY MEDICAL RESEARCH AND MATERIEL COMMAND
504 SCOTT STREET
FORT DETRICK, MARYLAND 21702-5012

REPLY TO
ATTENTION OF:

19 SEP 2001

MCMR-RMP-C

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 2001-05, Scientific and Professional (ST) Positions

1. References:

a. Title 5, United States Code, Sections 3104, 3324, 5108, and 5376.

b. Title 5, Code of Federal Regulations, Parts 319 and 534, Subpart E.

2. Objective: To provide Command-wide guidance on Scientific and Professional (ST) positions.

3. Applicability: This policy applies to all organizations under the command and control of the U.S. Army Medical Research and Materiel Command who employ ST personnel. This policy will remain in effect until revoked or superseded by new guidance from this Headquarters.

4. General:

a. An ST position is a scientific and professional position actively engaged in planning, conducting, and/or advising on complex, state-of-the-art research and development studies or programs.

b. The position exceeds the GS-15 level based on the duties of the position, and requires, for whoever is selected for the position, a national or international standing in his/her field as evidenced by academia, research and development achievements, publications, patents, committee/board memberships, honors, and awards.

c. They are not to perform policy or program management responsibilities covered by the Senior Executive Service system.

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d. ST positions are not to be placed in the supervisory chain of command. In order to effectively execute their research projects, they may act as a Team Leader to provide technical supervision and oversight of personnel conducting research efforts for which they are the Principal Investigator. Except in unique circumstances as described below, such personnel are to be provided as matrix support by supervisors within the chain of command (e.g., Branch and Division Chiefs). Normally, the ST will not independently exercise any administrative supervisory functions such as selecting, rating, disciplining, approving leave, etc., although they may provide recommendations concerning such functions. If the ST's research program is conducted independently, rather than through collaboration and matrix support, they may serve as the first line supervisor of a small research team. However, they will NOT rate or senior rate military personnel.

e. ST employees should integrate and converse with other ST employees within the Command and throughout the Department of the Army to collaborate on research efforts.

f. We need to be cognizant of the fact that there are only 41 ST positions within Army, of which we have successfully competed and filled 4 positions based on research needs, and they should be utilized accordingly.



JOHN S. PARKER
Major General, MC
Commanding

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